

## 2008 ANNUAL EEO REPORT FOR KTRK-TV / HOUSTON

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Revise 5/15/2008

### SUMMARY

This Annual EEO Report is filed on behalf of KTRK-TV in compliance with the FCC's EEO reporting requirements. KTRK-TV, an ABC, Inc. owned television station broadcasting to the metropolitan Houston area, serves almost 2 million households in the Greater Houston area and 10 outlying counties (2,050,550 TV households in our DMA). This report includes information from March 16, 2007 to March 15, 2008, and it will be placed in the station's public file, and on the station's website.

KTRK-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. It is our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring, promotion, and other practices designed to ensure the full realization of equal employment opportunity.

To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an equal opportunity program as described herein.

### JOB VACANCY INFORMATION

As an equal opportunity employer, KTRK-TV is committed to disseminating information about job vacancies as widely as possible. All full-time job vacancies are posted through the ABC, Inc. Job Posting circulated by ABC, Inc. internally within the Company, in trade publications, on websites with a broad-based readership that includes women and minorities, and in local or community newspapers. Job outreach used for all job vacancies includes a mailing list that we developed, maintained and updated, trade publications, job banks, and websites. This list contains the contact information of organizations and those that have requested to be placed on our mailing list for job openings as a result of ads and outreach. This list is periodically updated. **See Details in Attachment A: Job Sources**

### RECORD KEEPING

In compliance with EEO record keeping requirements, the Station creates a file for each position to be filled. Each of these files contains a summary sheet with the job title, the date recruitment started, the total number of applicants, what recruitment sources were used for each opening, the date the job was filled, and the source that referred the hired individual. Station procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. EEO requirements and management responsibility toward EEO are discussed regularly at management meetings.

***From March 16, 2007 to May 15, 2008, the Station has filled 28 full-time jobs.***

**See Details in Attachment B: Vacancies Filled**

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### SUPPLEMENTAL RECRUITMENT ACTIVITIES

The Station will maintain positive and continuing programs of specific practices designed to ensure equal opportunity and non-discrimination in every aspect of station employment policy and practice. In addition, the Station will regularly assess and improve its recruitment and promotion methods and sources by analyzing their effectiveness and making changes as appropriate.

**Our participation in job fairs by station personnel who have substantial responsibility for hiring decisions.**

- *AAJA – Asian American Journalists Association's Career Fair* was held August 1 - 4, 2007 in Miami, FL. Don Kobos, Assistant News Director represented at the Career Fair.
- *NAHJ – National Association of Hispanic Journalist's Convention and Career Fair* was held June 13 – 16, 2007 in San Jose, CA. Jerry Vazquez, Executive News Producer, attended.
- *NABJ – National Association of Black Journalist's Convention and Career Fair*, was held August 8 – 12, 2007, in Las Vegas, NV. Glenn Jones and Rhonda Lamon, Executive News Producers, represented at the Career Fair.

**Our Internship program designed to assist members of the community to acquire skills needed for broadcast employment.**

KTRK-TV sponsors an internship program aimed at third- and fourth-year college students. The purpose of this program is to enrich and supplement the education of local college students in the field of television. The program is open to all, regardless of race, religion, gender, or sexual preference, and is not limited to students who are majoring in broadcasting. Internships are open in all departments, including Sales, Engineering, Creative Services, and Community Affairs. The internships are helpful to students in gaining first-hand experience at a television station and often assist in finding employment in similar markets. They also help in developing relationships with industry professionals who may be of assistance to them in their future careers. Many of our employees were interns here or at other stations.

***From March 16, 2007 to March 15, 2008, 31 students participated in internship opportunities at KTRK-TV:***

#### INTERN ROSTER March 16, 2007 – March 15, 2008

Name	Dept.	University	Start Date	End Date
Chughtai, Reem	News	University of Houston	01/22/07	05/29/07
Deinert, Caroline	News	German University	02/26/07	08/10/07
Dougherty, Matt	News	University of Houston	01/03/07	05/21/07
Gegenheimer, Ben	News	University of Houston	01/09/07	05/24/07
Jensen, Sean P.	News	University of Houston	01/17/07	05/31/07
Powell, Crechero	News	Prairie View A & M	01/04/07	05/31/07
Brown, Stephen	News	Trinity University	05/21/07	08/07/07
Deinert, Caroline	News	German University	02/26/07	08/30/07

#### INTERN ROSTER March 16, 2007 – March 15, 2008

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<b>Name</b>	<b>Dept.</b>	<b>University</b>	<b>Start Date</b>	<b>End Date</b>
Duke, Lynsey	News	Southern Methodist University	06/04/07	08/17/07
Feltmann, Brittney	News	Texas A & M University	05/29/07	07/29/07
Galloway, Shalisha L.	News	Southern Methodist University	05/21/07	08/02/07
		University of Houston - Clear Lake		
Ganshirt, Jodi	News	Lake	05/07/07	08/21/07
Granato, Danielle	News	Western Illinois University	06/08/07	08/07/07
Klem, Tori C	News	University of Texas	05/21/07	08/10/07
McIver, Lauren	News	University of Oklahoma	05/15/07	07/29/07
Taylor, Jaimie	News	University of Oklahoma	06/04/07	08/10/07
Villarreal, Marco	News	Brigham Young University	05/01/07	08/16/07
Whitman, Krystal	News	Northwestern State University	05/30/07	08/16/08
Williams, Derrest	News	Stephen F Austin University	05/21/07	08/07/07
Williams, Stacy	News	Sam Houston State University	05/22/07	07/30/07
Collins, Emily	News	Stephen F. Austin State University	08/27/07	11/28/07
Jensen, Sean P.	News	University of Houston	08/21/07	12/31/07
Williams, Dee	News	Texas Southern University	09/06/07	12/08/07
Avila, Laura	News	University of St. Thomas	01/04/08	
Burrell, Quiana	News	Texas Southern University	01/04/08	
Earle, Matthew	News	University of Houston	01/04/08	
Engel, Connie	News	Sam Houston State University	01/04/08	
Lupercio, Jorge	News	University of Houston	01/04/08	
Von Eschenbach, Christian	News	University of Houston	01/04/08	
West, Chris	News	University of St. Thomas	01/04/08	
Williams, Damaris (Dee)	News	Texas Southern University	01/04/08	

**KTRK-TV also participated in training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.**

***Emma Bowen Scholarship Program***

*The Emma L. Bowen Foundation was created in 1989 to prepare minority youth for careers in the media industry. The Foundation's program is unlike traditional intern programs in that students work for partner companies during summers and school breaks from the summer following their junior year in high school until they graduate from college. During the five-year program, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. This unique, multi-year program prepares a diverse group of talented young professionals to enter the workforce with specific job-related skills, knowledge of the corporate environment and a strong foundation for future advancement. Currently, the program has more than 220 active students nationwide and an equal number of graduates. Approximately 60-70 new students join the program each year.*

***The Emma Bowen Scholar at KTRK-TV is Krystal Ramirez, who attends Trinity College in Hartford, CT. Her expected graduation is the summer of 2010.***

***ABC, Inc. Broadcast Management Training Program.***

*KTRK-TV participates in the ABC, Inc. Broadcast Management Training Program. This is a 12-18 month internship program designed to attract individuals to editorial positions and to groom potential future managers for KTRK-TV and other ABC, Inc. properties.*

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*The objectives of the program are to enhance the skills of individuals interested in pursuing News Management careers, to promote diversity, and to increase minority and female representation in key decision-making positions. As designed, the Program is open to qualified applicants of all races, but consistent with the stated objectives as well as laws governing affirmative action plans, a preference is accorded to minority applicants on the basis of their race. This is not limited to existing station personnel. Currently, Natasha Norton, Associate Producer, is participating in the Broadcast Training Program.*

**Plus, KTRK-TV participated in activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.**

- 1/18/2008: Linda Lorelle College Prep Program at the George R. Brown Convention Center. Anchor Melanie Lawson participated.
- 1/19/2008: Station tour to Boy Scouts earning their Weather Badge. Conducted by Meteorologist Travis Herzog
- 1/22/2008: Anchor Art Rascon was guest speaker at Quest High School regarding social issues including immigration, investigations, and examples of how a person can impact social change.
- 2/19/2008: Holland Middle School Career Day. Reporter Andy Cerota guest Speaker
- 2/12/2008: Post Elementary, C-yFair ISD. Weather presentation to 4 groups (40 per group) of 3<sup>rd</sup> graders given by Meteorologist Casey Curry.
- 2/13/2008: Cy-Fair High School Career Day. News Producer Adam Darsky participated.
- 2/16/2008: Exxon Mobile Girls in Engineering Festival – Panel Discussion. Meteorologist Casey Curry participated.
- 2/21/2008: Pearland High School Video Class – Tour of the Station. Conducted by Account Executive Luke Autrey.
- 2/12/2008: George Bush High School Career Day. Meteorologist David Tillman participated.

Submitted by:  
Denise W. Bates, VP Community Affairs

April 1, 2008

Date

# ATTACHMENT B: FULL-TIME JOB VACANCIES FILLED 3/16/07 – 05/015/08

Revised May 15, 2008

Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
6/21/06	Anchor/Reporter	News	3/19/07	1.	NH		Agent
			03/26/07	2. Sharron Melton	H	5/7/07	Agent
			03/27/07	3.	NH		Agent
3/7/07	Sales Manager	Sales	4/5/07	1. Gwen Anderson	H	06/06/07	Employee Referral
			4/6/07	2.	NH		Employee Referral
			4/13/07	3.	NH		ABC13.com
			4/9/07	4.	NH		Employee Referral
			3/23/07	5.	NH		ABC13.com
			4/14/07	6.	NH		Employee Referral
			4/5/07	7.	NH		Employee Referral
			4/14/07	8.	NH		Spot's n Dot's
			3/27/07	9.	NH		Spot's n Dot's
			4/11/07	10.	NH		ABC13.com
			4/25/07	11.	NH		ABC13.com
			5/16/07	12.	NH		ABC13.com
			5/21/07	13.	NH		ABC13.com
			4/14/07	14.	NH		Employee Referral
			4/3/07	15.	NH		ABC13.com
			4/4/07	16.	NH		ABC13.com
4/16/07	Director/Technical Director	Programming	5/24/07	1. Thomas Wekony	H	06/11/07	TV Jobs.com
			4/7/07	2.	NH		Employee Referral
			5/17/07	3.	NH		TVJobs.com
			5/16/07	4.	NH		ABC13.com
			5/9/07	5.	NH		ABC13.com
			5/1/07	6.	NH		ABC13.com
			5/30/07	7.	NH		ABC13.com
			5/14/07	8.	NH		ABC13.com
			5/14/07	9.	NH		Employee Referral
			5/2/07	10.	NH		ABC13.com
			4/18/07	11.	NH		ABC13.com

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05/15/07	Associate Producer	News	05/30/07	1.	NH		ABC13.com
			05/31/07	2.	NH		ABC13.com
			06/07/07	3.	NH		ABC13.com
			06/08/07	4.	NH		Talent Dynamics
			06/09/07	5. Brenda Carden	H	7/3/07	Employee Referral
			06/11/07	6.	NH		Talent Dynamics
			07/02/07	7.	NH		ABC13.com
05/15/07	Weekend Producer	News	05/30/07	1.	NH		Employee Referral
			05/30/07	2.	NH		ABC13.com
			05/31/07	3.	NH		Talent Dynamics
			06/04/07	4.	NH		Disneycareers.com
			06/09/07	5.	NH		Employee Referral
			6/11/07	6.	NH		Talent Dynamics
			06/14/07	7.	NH		ABC13.com
			06/27/07	8. Guy Walker Robinson	H	7/2/07	ABC13.com
05/01/07	Anchor/Reporter *	News	06/11/07	1.Erik Barajas	H	07/06/07	Employee Referral
8/7/07	Executive Producer	Programming	8/20/07	1.	NH		ABC13.com
			8/27/07	2	NH		Current Employee
			8/28/07	3. Molly O'Connor	H	08/31/07	Employee Referral
			8/29/07	4.	NH		ABC13.com
			8/29/07	5.	NH		ABC13.com
			8/29/07	6.	NH		ABC13.com
			8/30/07	7.	NH		ABC13.com
			8/30/07	8.	NH		ABC13.com
			8/30/07	9.	NH		ABC13.com
06/26/07	Art Director	Promotions	08/06/07	1.	NH		Industry Colleague
			08/09/07	2.	NH		Current Employee
			08/09/07	3. Dennis Garcia	H	08/29/07	TV Jobs.com
			08/14/07	4.	NH		Current Employee
			08/15/07	5.	NH		Industry Colleague
08/03/07	Traffic Coordinator	Sales	8/22/07	1.	NH		ABC13.com
			9/5/07	2.	NH		Employee Referral
			8/20/07	3.	NH		ABC13.com
			8/23/07	4.	NH		Employee Referral

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	Traffic Coordinator continued		8/23/07	5.	NH		ABC13.com
			8/24/07	6.	NH		TAB.org
			9/12/07	7.	NH		TAB.org
			9/12/07	8.	NH		Employee Referral
			8/7/07	9. Becky Whalley	H	08/27/07	Industry Colleague
			9/7/07	10.	NH		ABC13.com
8/7/07	Accounting Manager	G&A	8/21/07	1.	NH		Industry Referral
			8/22/07	2.	NH		Internet Advertising
			8/23/07	3.	NH		Employee Referral
			8/24/07	4. Bethany Thompson	H	9/10/07	Current Employee
7/11/07	Internet/Research Coordinator	Sales	8/6/07	1.	NH		Internet Advertising
			8/6/07	2.	NH		Internet Advertising
			8/6/07	3.	NH		ABC13.com
			8/6/07	4.	NH		Internet Advertising
			8/6/07	5.	NH		Other
			8/6/07	6.	NH		Internet Advertising
			8/7/06	7.	NH		Internet Advertising
			8/7/06	8. Victoria Martinez	H	9/10/07	ABC13.com
			8/7/06	9.	NH		Internet Advertising
			8/9/07	10.	NH		Employee Referral
			8/9/07	11.	NH		Employee
			8/13/07	12.	NH		Internet Advertising
			8/13/07	13.	NH		TX Workforce Com
8/3/07	Traffic Coordinator	Sales	8/10/07	1.	NH		Industry Colleague
			8/20/07	2.	NH		ABC13.com
			8/22/07	3. Jose Salas	H	9/21/07	Employee Referral
05/24/07	Assignment Editor	News	06/06/07	1.	NH		
			06/07/07	2.	NH		
			06/08/07	3.	NH		ABC13.com
			06/15/07	4.	NH		ABC13.com
			08/17/07	5.	NH		Employee Referral
			08/31/07	6. Meredith Yeoman	H	09/24/07	Current Employee

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08/07/07	Internet/Digital Sales Acct Exec	Sales	08/23/07	1.	NH		ABC13.com
			08/28/07	2.	NH		IndustryCollege
			08/29/07	3.	NH		TAMU job center
			08/30/07	4.	NH		ABC13.com
			09/18/07	5.	NH		HAF.org
			09/18/07	6. Hector Gonzalez	H	10/01/07	HAF.org
09/12/07	News Accounting Manager	G&A	09/28/07	1.	NH		Robert Half
			09/28/07	2.	NH		Robert Half
			09/28/07	3.	NH		Robert Half
			09/28/07	4.	NH		Robert Half
			09/27/07	5.	NH		Robert Half
			10/12/07	6. Maria Annazel Yusico	H	10/12/07	Robert Half
			10/12/07	7.	NH		Robert Half
			10/12/07	8.	NH		Robert Half
			10/12/07	9.	NH		Robert Half
			10/11/07	10.	NH		Robert Half
10/02/07	Sales Assistant	Sales	11/04/07	1.	NH		ABC13.com
			11/05/07	2.	NH		Employee Referral
			11/08/07	3. Ronny Brown	H	10/19/07	ABC13.com
			11/9/07	4.	NH		ABC13.com
			11/9/07	5.	NH		Current Employee
06/19/07	Director/Technical Director	Programming	10/23/07	1.Brandon Benton	H	11/3/07	ABC13.com
			7/17/07	2.	NH		Employee Referral
			8/23/07	3.	NH		ABC13.com
			9/4/07	4.	NH		ABC13.com
			9/13/07	5.	NH		Employee Referral
			9/17/07	6.	NH		Employee Referral
			8/16/07	7.	NH		ABC13.com
			7/31/07	8.	NH		ABC13.com
			8/31/07	9.	NH		TAB.org
			9/18/07	10.	NH		ABC13.com
			10/4/07	11.	NH		ABC13.com
			9/20/07	12.	NH		ABC13.com
			10/18/07	13.	NH		ABC13.com
			9/6/07	14.	NH		ABC13.com
			5/17/07	15.	NH		ABC13.com



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Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (+) or Not (NH)	Date Hired	Referral Sources for Interviewees
	Director/Technical Dir., cont'd		9/24/07	16.	NH		ABC13.com
			5/2/07	17.	NH		ABC13.com
11/6/07	Traffic Coordinator	Sales	11/12/07	1.	NH		ABC13.com
			11/12/07	2.	NH		ABC13.com
			11/12/07	3. Oscar Gonzales	H	11/16/07	Employee Referral
			11/14/07	4.	NH		ABC13.com
			11/14/07	5.	NH		Employee Referral
			11/15/07	6.	NH		ABC13.com
			11/16/07	7.	NH		TAB.org
11/3/06	Investigative Producer	News	6/4/07	1.	NH		TVJobs.com
			6/9/07	2.	NH		IRE
			6/20/07	3.	NH		ABC13.com
			7/30/07	4.	NH		ABC13.com
			8/10/07	5. Paige Hewitt	H	10/22/07	IRE
05/08/07	Broadcast Maintenance Eng.	Technical	9/25/07	1.	NH		SBE.com
			09/26/07	2.	NH		TVJobs.com
			09/26/07	3.	NH		ABC13.com
			10/01/07	4.	NH		ABC13.com
			10/04/07	5.	NH		ABC13.com
			10/02/07	6.	NH		SBE.com
			9/26/07	7.	NH		Recruiter
			10/01/07	8.	NH		SBE.com
			9/25/07	9.	NH		ABC13.com
			9/26/07	10.	NH		Internal Candidate
			11/2/07	11. Philip Muller	H	11/5/07	ABC13.com
10/12/07	Associate Producer Trainee	News	10/24/07	1.	NH		Not Disclosed
			10/26/07	2.	NH		Chron.com
			11/02/07	3.	NH		ABC13.com
			11/02/07	4.	NH		Not Disclosed
			11/05/07	5.	NH		Not Disclosed
			11/07/07	6.	NH		Not Disclosed
			11/08/07	7.	NH		Yahoo jobs.com

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	Assoc. Prod. Trainee Cont'd		11/09/07	8.	NH		ABC13.com
			11/13/07	9.	NH		Internal Candidate
			11/19/07	10.	NH		Not disclosed
			11/20/07	11. Natasha Jernagin	H	12/18/07	Internal Candidate
10/12/07	News Producer – 10 PM	News	11/12/07	1. Adam Darsky	H	01/14/08	Internal Candidate
			12/15/07	2.	NH		Disney Careers
			11/17/07	3.	NH		Internal Candidate
			01/03/08	4.	NH		Internal Candidate
			12/4/07	5.	NH		Talent Dynamics
			12/4/07	6.	NH		Talent Dynamics
			12/12/07	7.	NH		TVjobs.com
			12/04/07	8.	NH		Talent Dynamics
05/24/07	Assignment Editor	News	06/06/07	1.	NH		Unknown
			06/07/07	2.	NH		Unknown
			06/15/07	3.	NH		ABC13.com
			08/17/07	4.	NH		Employee Referral
			08/31/07	5.	NH		Internal Candidate
			10/08/07	6.	NH		ABC13.com
			10/15/07	7.	NH		Employee Referral
			10/19/07	8.	NH		Employee Referral
			10/23/07	9.	NH		Employee Referral
			12/26/07	10. Christiana Onita	Y	01/22/08	Employee Referral
05/01/07	Reporter *	News	05/25/07	1.	NH		ABC13.com
			06/03/07	2.	NH		NABJ
			11/15/07	3. Patricia Lopez	H	01/22/08	Talent Agency
11-6-07	Producer (11 am)	News	11/9/07	1.	NH		ABC13.COM
			11/14/07	2.	NH		Talent Dynamics
			12/3/07	3.	NH		Internal Candidate
			12/4/07	4.	NH		Internal Candidate
			1/25/08	5.	NH		TAB.org
			1/30/08	6. Brenda Carden	Y	02/01/08	Internal Candidate
02/19/08	Photographer/Editor	Programming	02/19/08	1.	NH		Walk-in
			02/21/08	2.	NH		Employee Referral

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	Photog./Editor Cont'		02/28/08	3.	NH		Employee Referral
			03/04/08	4.	NH		ABC13.com
			03/07/08	5.	NH		ABC13.com
			03/07/08	6.Raul Carmon	Y	03/12/08	ABC13.com
			03/07/08	7.	NH		Internal Candidate
			3/10/08	8.	NH		ABC13.com
01/24/08	Producer	News	03/05/08	1.	NH		ABC13.com
			03/07/08	2.	NH		Organization
			03/07/08	3.	NH		Internal Candidate
			3/11/08	4.	NH		ABC13.com
			3/12/08	5.	NH		Internal Candidate
			03/13/08	6. David Rodriguez	H	03/20/08	Internal Candidate
			3/21/08	7.	NH		ABC13.com
02/19/08	Associate Producer	News	03/07/08	1.	NH		TVJobs.com
			03/07/08	2.	NH		TAB
			03/10/08	3.	NH		Disneycareers.com
			03/20/08	4.	NH		TVJobs.com
			3/21/08	5.	NH		ABC13.com
			03/25/08	6.	H	03/30/08	ABC13.com
			03/27/08	7.	NH		Disneycareers.com
4/1/08	Assignment Editor	News	04/14/08	1.	NH		ABC13.com
			04/29/08	2. Christie Tolleit	H	05/09/08	Employee Referral
			04/30/08	3.	NH		ABC13.com
			04/30/08	4.	NH		ABC13.com

\* Due to an oversight, this position was not posted to the ABC, Inc. job listings or sent to publications or the Station's mailing list. The importance of posting every full-time position has since been reinforced with Station Management.

### SUMMARY

This Annual EEO Report is filed on behalf of KTRK-TV in compliance with the FCC's EEO reporting requirements. KTRK-TV, an ABC, Inc. owned television station broadcasting to the metropolitan Houston area, serves almost 2 million households in the Greater Houston area and 10 outlying counties (2,050,550 TV households in our DMA). This report includes information from March 16, 2007 to March 15, 2008, and it will be placed in the station's public file, and on the station's website.

KTRK-TV is an equal opportunity employer and is committed to a policy that advances opportunities for all qualified individuals. It is our policy to promote the realization of equal employment opportunities through a positive, continuing program of specific recruitment, outreach, hiring, promotion, and other practices designed to ensure the full realization of equal employment opportunity.

To make this policy effective, and to ensure conformance with the requirements of the FCC, we have adopted an equal opportunity program as described herein.

### JOB VACANCY INFORMATION

As an equal opportunity employer, KTRK-TV is committed to disseminating information about job vacancies as widely as possible. All full-time job vacancies are posted through the ABC, Inc. Job Posting circulated by ABC, Inc. internally within the Company, in trade publications, on websites with a broad-based readership that includes women and minorities, and in local or community newspapers. Job outreach used for all job vacancies includes a mailing list that we developed, maintained and updated, trade publications, job banks, and websites. This list contains the contact information of organizations and those that have requested to be placed on our mailing list for job openings as a result of ads and outreach. This list is periodically updated. [See Details in Attachment A: Job Sources](#)

### RECORD KEEPING

In compliance with EEO record keeping requirements, the Station creates a file for each position to be filled. Each of these files contains a summary sheet with the job title, the date recruitment started, the total number of applicants, what recruitment sources were used for each opening, the date the job was filled, and the source that referred the hired individual. Station procedure requires approval by the President and General Manager and the applicable Department Head prior to extending a job offer. EEO requirements and management responsibility toward EEO are discussed regularly at management meetings.

***From March 16, 2007 to March 15, 2008, the Station has filled 24 full-time jobs.***

[See Details in Attachment B: Vacancies Filled](#)

### SUPPLEMENTAL RECRUITMENT ACTIVITIES

The Station will maintain positive and continuing programs of specific practices designed to ensure equal opportunity and non-discrimination in every aspect of station employment policy and practice. In addition, the Station will regularly assess and improve its recruitment and promotion methods and sources by analyzing their effectiveness and making changes as appropriate.

#### Our participation in job fairs by station personnel who have substantial responsibility for hiring decisions.

- *AAJA – Asian American Journalists Association's Career Fair* was held August 1 - 4, 2007 in Miami, FL. Don Kobos, Assistant News Director represented at the Career Fair.
- *NAHJ – National Association of Hispanic Journalist's Convention and Career Fair* was held June 13 – 16, 2007 in San Jose, CA. Jerry Vazquez, Executive News Producer, attended.
- *NABJ – National Association of Black Journalist's Convention and Career Fair*, was held August 8 – 12, 2007, in Las Vegas, NV. Glenn Jones and Rhonda Lamon, Executive News Producers, represented at the Career Fair.

#### Our Internship program designed to assist members of the community to acquire skills needed for broadcast employment.

KTRK-TV sponsors an internship program aimed at third- and fourth-year college students. The purpose of this program is to enrich and supplement the education of local college students in the field of television. The program is open to all, regardless of race, religion, gender, or sexual preference, and is not limited to students who are majoring in broadcasting. Internships are open in all departments, including Sales, Engineering, Creative Services, and Community Affairs. The internships are helpful to students in gaining first-hand experience at a television station and often assist in finding employment in similar markets. They also help in developing relationships with industry professionals who may be of assistance to them in their future careers. Many of our employees were interns here or at other stations.

***From March 16, 2007 to March 15, 2008, 31 students participated in internship opportunities at KTRK-TV:***

#### INTERN ROSTER March 16, 2007 – March 15, 2008

Name	Dept.	University	Start Date	End Date
Chughtai, Reem	News	University of Houston	01/22/07	05/29/07
Deinert, Caroline	News	German University	02/26/07	08/10/07
Dougherty, Matt	News	University of Houston	01/03/07	05/21/07
Gegenheimer, Ben	News	University of Houston	01/09/07	05/24/07
Jensen, Sean P.	News	University of Houston	01/17/07	05/31/07
Powell, Crechero	News	Prairie View A & M	01/04/07	05/31/07
Brown, Stephen	News	Trinity University	05/21/07	08/07/07
Deinert, Caroline	News	German University	02/26/07	08/30/07

#### INTERN ROSTER March 16, 2007 – March 15, 2008

## 2008 ANNUAL EEO REPORT FOR KTRK-TV / HOUSTON

Name	Dept.	University	Start Date	End Date
Duke, Lynsey	News	Southern Methodist University	06/04/07	08/17/07
Feltmann, Brittney	News	Texas A & M University	05/29/07	07/29/07
Galloway, Shalisha L.	News	Southern Methodist University University of Houston - Clear	05/21/07	08/02/07
Ganshirt, Jodi	News	Lake	05/07/07	08/21/07
Granato, Danielle	News	Western Illinois University	06/08/07	08/07/07
Klem, Tori C	News	University of Texas	05/21/07	08/10/07
McIver, Lauren	News	University of Oklahoma	05/15/07	07/29/07
Taylor, Jaimie	News	University of Oklahoma	06/04/07	08/10/07
Villarreal, Marco	News	Brigham Young University	05/01/07	08/16/07
Whitman, Krystal	News	Northwestern State University	05/30/07	08/16/08
Williams, Derrest	News	Stephen F Austin University	05/21/07	08/07/07
Williams, Stacy	News	Sam Houston State University	05/22/07	07/30/07
Collins, Emily	News	Stephen F. Austin State University	08/27/07	11/28/07
Jensen, Sean P.	News	University of Houston	08/21/07	12/31/07
Williams, Dee	News	Texas Southern University	09/06/07	12/08/07
Avila, Laura	News	University of St. Thomas	01/04/08	
Burrell, Quiana	News	Texas Southern University	01/04/08	
Earle, Matthew	News	University of Houston	01/04/08	
Engel, Connie	News	Sam Houston State University	01/04/08	
Lupercio, Jorge	News	University of Houston	01/04/08	
Von Eschenbach, Christian	News	University of Houston	01/04/08	
West, Chris	News	University of St. Thomas	01/04/08	
Williams, Damaris (Dee)	News	Texas Southern University	01/04/08	

**KTRK-TV also participated in training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.**

### ***Emma Bowen Scholarship Program***

*The Emma L. Bowen Foundation was created in 1989 to prepare minority youth for careers in the media industry. The Foundation's program is unlike traditional intern programs in that students work for partner companies during summers and school breaks from the summer following their junior year in high school until they graduate from college. During the five-year program, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. This unique, multi-year program prepares a diverse group of talented young professionals to enter the workforce with specific job-related skills, knowledge of the corporate environment and a strong foundation for future advancement. Currently, the program has more than 220 active students nationwide and an equal number of graduates. Approximately 60-70 new students join the program each year.*

***The Emma Bowen Scholar at KTRK-TV is Krystal Ramirez, who attends Trinity College in Hartford, CT. Her expected graduation is the summer of 2010.***

### ***ABC, Inc. Broadcast Management Training Program.***

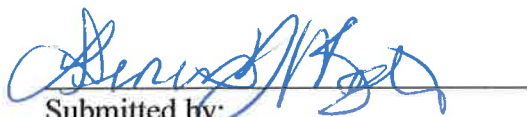
*KTRK-TV participates in the ABC, Inc. Broadcast Management Training Program. This is a 12-18 month internship program designed to attract individuals to editorial positions and to groom potential future managers for KTRK-TV and other ABC, Inc. properties.*



*The objectives of the program are to enhance the skills of individuals interested in pursuing News Management careers, to promote diversity, and to increase minority and female representation in key decision-making positions. As designed, the Program is open to qualified applicants of all races, but consistent with the stated objectives as well as laws governing affirmative action plans, a preference is accorded to minority applicants on the basis of their race. This is not limited to existing station personnel. Currently, Natasha Norton, Associate Producer, is participating in the Broadcast Training Program.*

**Plus, KTRK-TV participated in activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.**

- 1/18/2008: Linda Lorelle College Prep Program at the George R. Brown Convention Center. Anchor Melanie Lawson participated.
- 1/19/2008: Station tour to Boy Scouts earning their Weather Badge. Conducted by Meteorologist Travis Herzog
- 1/22/2008: Anchor Art Rascon was guest speaker at Quest High School regarding social issues including immigration, investigations, and examples of how a person can impact social change.
- 2/19/2008: Holland Middle School Career Day. Reporter Andy Cerota guest Speaker
- 2/12/2008: Post Elementary, C-yFair ISD. Weather presentation to 4 groups (40 per group) of 3<sup>rd</sup> graders given by Meteorologist Casey Curry.
- 2/13/2008: Cy-Fair High School Career Day. News Producer Adam Darsky participated.
- 2/16/2008: Exxon Mobile Girls in Engineering Festival – Panel Discussion. Meteorologist Casey Curry participated.
- 2/21/2008: Pearland High School Video Class – Tour of the Station. Conducted by Account Executive Luke Autrey.
- 2/12/2008: George Bush High School Career Day. Meteorologist David Tillman participated.



Submitted by:  
Denise W. Bates, VP Community Affairs

April 1, 2008

Date

## 2007 ANNUAL EEO REPORT FOR KTRK-TV / HOUSTON

### Attachment A: Job Sources

ORGANIZATION	CONTACT	ADDRESS / EMAIL / WEB	CITY, STATE, ZIP
A.A.M.A.		6001 Gulf Freeway, Bldg. B165	Houston, TX 77023
AWRT	Ms. Therese Andersen	<a href="http://www.awrt.org/publications/job_form.html">www.awrt.org/publications/job_form.html</a>	
AWRT	Paige Buddeke	P.O. Box 980908	Houston, TX 77098
Broadcast Employment Services		P. O. Box 4116	Oceanside, CA 92052
Chinese Community Center		9800 Town Park	Houston, TX 77036
El Dia	6120 Tarnef, Suite 100		Houston, TX 77074
Epilepsy Foundation	Sheila Woodard	2630 Fountainview, Suite # 210	Houston, TX 77057
Fort Bend Star		4655 Techniplex Dr # 300	Stafford, TX 77477-5710
Forward Times		4411 Almeda Road	Houston, TX 77004
Harris County Employment	Ms. Sylvia Lopez	1310 Prairie, Suite 200	Houston, TX 77004
Houston Assn Black Journalist		<a href="mailto:houstonabj@hotmail.com">houstonabj@hotmail.com</a>	
Houston Asian Junior	Mr. Brian Chang	4410 April Meadow Way	Sugarland, TX 77479
Houston Assoc. of Hispanic	Vicente Arenas	P. O. Box 273394	Houston, TX 77277
Houston Baptist University	Career Services	7502 Fondren	Houston, TX 77074
Houston Community College	Job Placement	1300 Holman	Houston, TX 77004
Houston Defender		3003 South Loop West #320	Houston, TX 77054
Houston Style Magazine		<a href="mailto:editorial@stylemagazine.com">editorial@stylemagazine.com</a>	
Houston Sun		1520 Isabella	Houston, TX 77004
Houston Urban League	Job Bank	1301 Texas	Houston, TX 77002
Houston Hispanic Chamber of Commerce		1801 Main St # 1075	Houston, TX 77002
Indo-American News		7457 Harwin, Suite 262	Houston, TX 77036
Korean Journal		1241 Blalock Road	Houston, TX 77055
La Voz de Houston		4747 Southwest Frwy.	Houston, TX 77027
Las Noticias de Fort Bend		924 Third St.	Rosenberg, TX 77471
LULAC	Executive Director	3004 Bagby	Houston, TX 77006
M.L.K. Community Center		2720 Sampson	Houston, TX 77004
Medialine	Mark Shilstone	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	
NAACP	Ms. Belinda Eissien	2002 Wheeler	Houston, TX 77004
NAB	Mr. Michael McKinley	<a href="mailto:careercenter@nab.org">careercenter@nab.org</a>	
NABJ		<a href="http://www.nabj.org">www.nabj.org</a>	
Nat'l Assn of Hispanic Journ		<a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	
Prairie View A&M University	Mr. Bryan H. Barrows, III	P.O. Box 4129	Prairie View, TX 77446
RTNDA	6-2 7-00	<a href="mailto:Steved@rtnda.org">Steved@rtnda.org</a>	
Sam Houston State Univ	Career Services	P.O. Box 2238	Huntsville, TX 77341
SER/Jobs for Progress	Ms. Gloria Joy	6565 Rookin Street	Houston, TX 77074
Stephen F. Austin	Attn: Debra Warren	Box 13032, SFA Station	Nacogdoches, TX 75962
TAB		<a href="http://www.tab.org">www.tab.org</a>	
Texas A&M University	Career Center #209	John J. Koldus Bldg.	College Station , TX 77843
Texas Southern University	Mr. James W. Ward	3100 Cleburne	Houston, TX 77004
Texas Southern University	Mr. Harry Clack	3100 Cleburne Avenue	Houston, TX 77004
Worksource Employer Svc		3355 West Alabama, Suite 350	Houston, TX 77098
The Art Institute of Houston	Ms. Lori Wensel	1900 Yorktown	Houston, TX 77056
Asian Chamber of Commerce	Elsie Huang, President	7457 Harwin Plaza II, # 146	Houston, TX 77036
The Employment Guide	Darrell Rich	9000 Clay Road, #106	Houston, TX 77080
UH Mexican American Studies	Mr. Tatcho Mindiola	4800 Calhoun	Houston, TX 77004
United Negro College Fund	Ms. Jeanette Cosley	1235 N. Loop West, #1010	Houston, TX 77008
United States Veterans Initiative	Retha Broussard	1418 Preston Street	Houston, TX 77002
University of St. Thomas	Career Services	3800 Montrose	Houston, TX 77006
University of Texas	Ms. Leslie Landry	A115A Jester Center	Austin, TX 78705
Vietnam Post/Vietnam Business		10515 Harwin Drive, #120	Houston, TX 77036



## 2007 ANNUAL EEO REPORT FOR KTRK-TV / HOUSTON

### Attachment A: Job Sources

ORGANIZATION	CONTACT	ADDRESS / EMAIL / WEB	CITY, STATE, ZIP
Wesley Community Ctr	Ms. Imogene Thomas	2720 Sampson	Houston, TX 77004
Women in Communications	Ms. Melissa Mayo	1110 Ferndale Court	Sugar Land, TX 77479

#### ACRONYMS

AAMA	American Association of Mexican Americans
AWRT	American Women in Radio and Television
LULAC	League of United Latin American Citizens Center
NAACP	National Association for the Advancement of Colored People
NAB	National Association of Broadcasters
NABJ	National Association of Black Journalists
RTNDA	Radio and Television News Directors Association
TAB	Texas Association of Broadcasters

Additional postings on the website managed by DirectEmployers Association Network Sites, JobCentral.com - *National Labor Exchange*

[www.disneycareers.com](http://www.disneycareers.com) is the primary posting source for ABC/Disney.

# ATTACHMENT B: FULL-TIME JOB VACANCIES FILLED 3/16/07 – 3/15/08

Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
6/21/06	Anchor/Reporter	News	3/19/07	1.	NH		Agent
			03/26/07	2. Sharron Melton	H	5/7/07	Agent
			03/27/07	3.	NH		Agent
3/7/07	Sales Manager	Sales	4/5/07	1. Gwen Anderson	H	06/06/07	Employee Referral
			4/6/07	2.	NH		Employee Referral
			4/13/07	3.	NH		ABC13.com
			4/9/07	4.	NH		Employee Referral
			3/23/07	5.	NH		ABC13.com
			4/14/07	6.	NH		Employee Referral
			4/5/07	7.	NH		Employee Referral
			4/14/07	8.	NH		Spot's n Dot's
			3/27/07	9.	NH		Spot's n Dot's
			4/11/07	10.	NH		ABC13.com
			4/25/07	11.	NH		ABC13.com
			5/16/07	12.	NH		ABC13.com
			5/21/07	13.	NH		ABC13.com
			4/14/07	14.	NH		Employee Referral
			4/3/07	15.	NH		ABC13.com
			4/4/07	16.	NH		ABC13.com
4/16/07	Director/Technical Director	Programming	5/24/07	1. Thomas Wekony	H	06/11/07	TV Jobs.com
			4/7/07	2.	NH		Employee Referral
			5/17/07	3.	NH		TVJobs.com
			5/16/07	4.	NH		ABC13.com
			5/9/07	5.	NH		ABC13.com
			5/1/07	6.	NH		ABC13.com
			5/30/07	7.	NH		ABC13.com
			5/14/07	8.	NH		ABC13.com
			5/14/07	9.	NH		Employee Referral
			5/2/07	10.	NH		ABC13.com
			4/18/07	11.	NH		ABC13.com
05/15/07	Weekend Producer	News	05/30/07	1.	NH		Employee Referral
			05/30/07	2.	NH		ABC13.com
			05/31/07	3.	NH		Talent Dynamics
			06/04/07	4.	NH		Disneycareers.com
			06/09/07	5.	NH		Employee Referral
			6/11/07	6.	NH		Talent Dynamics

Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
	<b>Weekend Producer cont'd</b>		06/14/07	7.	NH		ABC13.com
			06/27/07	8. Guy Walker Robinson	H	7/2/07	ABC13.com
05/15/07	<b>Associate Producer</b>	News	05/30/07	1.	NH		ABC13.com
			05/31/07	2.	NH		ABC13.com
			06/07/07	3.	NH		ABC13.com
			06/08/07	4.	NH		Talent Dynamics
			06/09/07	5. Brenda Carden	H	7/3/07	Employee Referral
			06/11/07	6.	NH		Talent Dynamics
			07/02/07	7.	NH		ABC13.com
08/03/07	<b>Traffic Coordinator</b>	Sales	8/22/07	1.	NH		ABC13.com
			9/5/07	2.	NH		Employee Referral
			8/20/07	3.	NH		ABC13.com
			8/23/07	4.	NH		Employee Referral
			8/23/07	5.	NH		ABC13.com
			8/24/07	6.	NH		TAB.org
			9/12/07	7.	NH		TAB.org
			9/12/07	8.	NH		Employee Referral
			8/7/07	9. Becky Whatley	H	08/27/07	Industry Colleague
			9/7/07	10.	NH		ABC13.com
06/26/07	<b>Art Director</b>	Promotions	08/06/07	1.	NH		Industry Colleague
			08/09/07	2.	NH		Current Employee
			08/09/07	3. Dennis Garcia	H	08/29/07	TV Jobs.com
			08/14/07	4.	NH		Current Employee
			08/15/07	5.	NH		Industry Colleague
8/7/07	<b>Executive Producer</b>	Programming	8/20/07	1.	NH		ABC13.com
			8/27/07	2.	NH		Current Employee
			8/28/07	3. Molly O'Connor	H	08/31/07	Employee Referral
			8/29/07	4.	NH		ABC13.com
			8/29/07	5.	NH		ABC13.com
			8/29/07	6.	NH		ABC13.com
			8/30/07	7.	NH		ABC13.com
			8/30/07	8.	NH		ABC13.com
			8/30/07	9.	NH		ABC13.com
8/7/07	<b>Accounting Manager</b>	G&A	8/21/07	1.	NH		Industry Referral
			8/22/07	2.	NH		Internet Adv.
			8/23/07	3.	NH		Employee Referral
			8/24/07	4. Bethany Thompson	H	9/10/07	Current Employee

Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
7/11/07	Internet/Research Coord.	Sales	8/6/07	1.	NH		Internet Adv.
			8/6/07	2.	NH		Internet Adv.
			8/6/07	3.	NH		ABC13.com
			8/6/07	4.	NH		Internet Adv.
			8/6/07	5.	NH		Other
			8/6/07	6.	NH		Internet Adv.
			8/7/06	7.	NH		Internet Adv.
			8/7/06	8. Victoria Martinez	H	9/10/07	ABC13.com
			8/7/06	9.	NH		Internet Adv.
			8/9/07	10.	NH		Employee Referral
			8/9/07	11.	NH		Employee
			8/13/07	12.	NH		Internet Adv.
			8/13/07	13.	NH		TX Workforce Com
8/3/07	Traffic Coordinator	Sales	8/10/07	1.	NH		Industry Colleague
			8/20/07	2.	NH		ABC13.com
05/24/07	Assignment Editor	News	8/22/07	3. Jose Salas	H	9/21/07	Employee Referral
			06/06/07	1.	NH		
			06/07/07	2.	NH		
			06/08/07	3.	NH		ABC13.com
			06/15/07	4.	NH		ABC13.com
			08/17/07	5.	NH		Employee Referral
08/07/07	Internet/Digital Sales Acct Exec	Sales	08/31/07	6. Meredith Yeoman	H	09/24/07	Current Employee
			08/23/07	1.	NH		ABC13.com
			08/28/07	2.	NH		IndustryCollege
			08/29/07	3.	NH		TAMU job center
			08/30/07	4.	NH		ABC13.com
			09/18/07	5.	NH		HAF.org
			09/18/07	6. Hector Gonzalez	H	10/01/07	HAF.org
09/12/07	News Accounting Manager	G&A	09/28/07	1.	NH		Robert Half
			09/28/07	2.	NH		Robert Half
			09/28/07	3.	NH		Robert Half
			09/28/07	4.	NH		Robert Half
			09/27/07	5.	NH		Robert Half
			10/12/07	6. Maria Annazel Yusico	H	10/12/07	Robert Half
			10/12/07	7.	NH		Robert Half
			10/12/07	8.	NH		Robert Half
			10/12/07	9.	NH		Robert Half
			10/11/07	10.	NH		Robert Half

Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
10/02/07	Sales Assistant	Sales	11/04/07	1.	NH		ABC13.com
			11/05/07	2.	NH		Employee Referral
			11/08/07	3. Ronny Brown	H	10/19/07	ABC13.com
			11/9/07	4.	NH		ABC13.com
			11/9/07	5.	NH		Current Employee
06/19/07	Director/Technical Director	Programming	10/23/07	1. Brandon Benton	H	11/3/07	ABC13.com
			7/17/07	2.	NH		Employee Referral
			8/23/07	3.	NH		ABC13.com
			9/4/07	4.	NH		ABC13.com
			9/13/07	5.	NH		Employee Referral
			9/17/07	6.	NH		Employee Referral
			8/16/07	7.	NH		ABC13.com
			7/31/07	8.	NH		ABC13.com
			8/31/07	9.	NH		TAB.org
			9/18/07	10.	NH		ABC13.com
			10/4/07	11.	NH		ABC13.com
			9/20/07	12.	NH		ABC13.com
			10/18/07	13.	NH		ABC13.com
			9/6/07	14.	NH		ABC13.com
			5/17/07	15.	NH		ABC13.com
			9/24/07	16.	NH		ABC13.com
			5/2/07	17.	NH		ABC13.com
11/6/07	Traffic Coordinator	Sales	11/12/07	1.	NH		ABC13.com
			11/12/07	2.	NH		ABC13.com
			11/12/07	3. Oscar Gonzales	H	11/16/07	Employee Referral
			11/14/07	4.	NH		ABC13.com
			11/14/07	5.	NH		Employee Referral
			11/15/07	6.	NH		ABC13.com
			11/16/07	7.	NH		TAB.org
11/3/06	Investigative Producer	News	6/4/07	1.	NH		TVJobs.com
			6/9/07	2.	NH		IRE
			6/20/07	3.	NH		ABC13.com
			7/30/07	4.	NH		ABC13.com
			8/10/07	5. Paige Hewitt	H	10/22/07	IRE
05/08/07	Broadcast Maint. Eng.	Technical	9/25/07	1.	NH		SBE.com
			09/26/07	2.	NH		TVJobs.com
			09/26/07	3.	NH		ABC13.com
			10/01/07	4.	NH		ABC13.com
			10/04/07	5.	NH		ABC13.com

Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
	Broadcast Maint. Eng cont'd		10/02/07	6.	NH		SBE.com
			9/26/07	7.	NH		Recruiter
			10/01/07	8.	NH		SBE.com
			9/25/07	9.	NH		ABC13.com
			9/26/07	10.	NH		Internal Candidate
			11/2/07	11. Philip Muller	H	11/5/07	ABC13.com
10/12/07	Associate Producer Trainee	News	10/24/07	1.	NH		Not Disclosed
			10/26/07	2.	NH		Chron.com
			11/02/07	3.	NH		ABC13.com
			11/02/07	4.	NH		Not Disclosed
			11/05/07	5.	NH		Not Disclosed
			11/07/07	6.	NH		Not Disclosed
			11/08/07	7.	NH		Yahoo jobs.com
			11/09/07	8.	NH		ABC13.com
			11/13/07	9.	NH		Internal Candidate
			11/19/07	10.	NH		Not disclosed
			11/20/07	11. Natasha Jernagin	H	12/18/07	Internal Candidate
10/12/07	News Producer – 10 PM	News	11/12/07	1. Adam Darsky	H	01/14/08	Internal Candidate
			12/15/07	2.	NH		Disney Careers
			11/17/07	3.	NH		Internal Candidate
			01/03/08	4.	NH		Internal Candidate
			12/4/07	5.	NH		Talent Dynamics
			12/4/07	6.	NH		Talent Dynamics
			12/12/07	7.	NH		TVjobs.com
			12/04/07	8.	NH		Talent Dynamics
05/24/07	Assignment Editor	News	06/06/07	1.	NH		Unknown
			06/07/07	2.	NH		Unknown
			06/15/07	3.	NH		ABC13.com
			08/17/07	4.	NH		Employee Referral
			08/31/07	5.	NH		Internal Candidate
			10/08/07	6.	NH		ABC13.com
			10/15/07	7.	NH		Employee Referral
			10/19/07	8.	NH		Employee Referral
			10/23/07	9.	NH		Employee Referral
			12/26/07	10. Christiana Onita	H	01/22/08	Employee Referral

Date of Opening	Job Title	Station(s) and Department	Date of Interview	Candidate Interviewed	Hired (H) or Not (NH)	Date Hired	Referral Sources for Interviewees
11-6-07	Producer (11 am)	News	11/9/07	1.	NH		ABC13.COM
			11/14/07	2.	NH		Talent Dynamics
			12/3/07	3.	NH		Internal Candidate
			12/4/07	4.	NH		Internal Candidate
			1/25/08	5.	NH		TAB.org
			1/30/08	6. Brenda Carden	H	02/01/08	Internal Candidate
02/19/08	Photographer/Editor	Programming	02/19/08	1.	NH		Walk-in
			02/21/08	2.	NH		Employee Referral
			02/28/08	3.	NH		Employee Referral
			03/04/08	4.	NH		ABC13.com
			03/07/08	5.	NH		ABC13.com
			03/07/08	6. Raul Carmon	H	03/12/08	ABC13.com
			03/07/08	7.	NH		Internal Candidate
			3/10/08	8.	NH		ABC13.com